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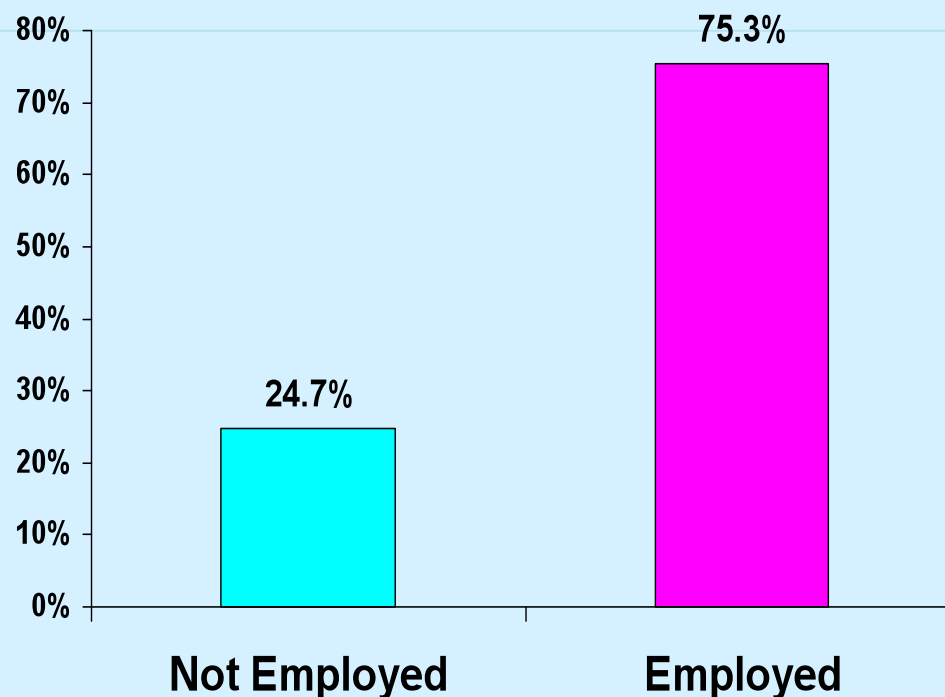
Young Adults in the Workplace

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The Majority of Current Illicit Drug Users Are Employed (Current Users of Illicit Drugs, Ages 18 and Over)



Source: National Survey on Drug Use and Health: 2007

Illicit Drug Use Among Full-Time Workers Trends by Major Occupation/Industry Code: 2002–2004

<u>Occupation /Industry</u>	<u>% Illicit Drug Use</u>
Food Services and Preparation	16.9
Construction	13.7
Arts, Entertainment, and Recreation	11.6
Information	11.3
Management of Companies, Admin, Services	10.9
Retail Trade	9.4
Professional, Scientific, and Technical Services	8.0
Mining	7.3
Transportation and Warehousing	6.2
Health Care and Social Assistance	6.1
Educational Services	4.0
Utilities	3.8

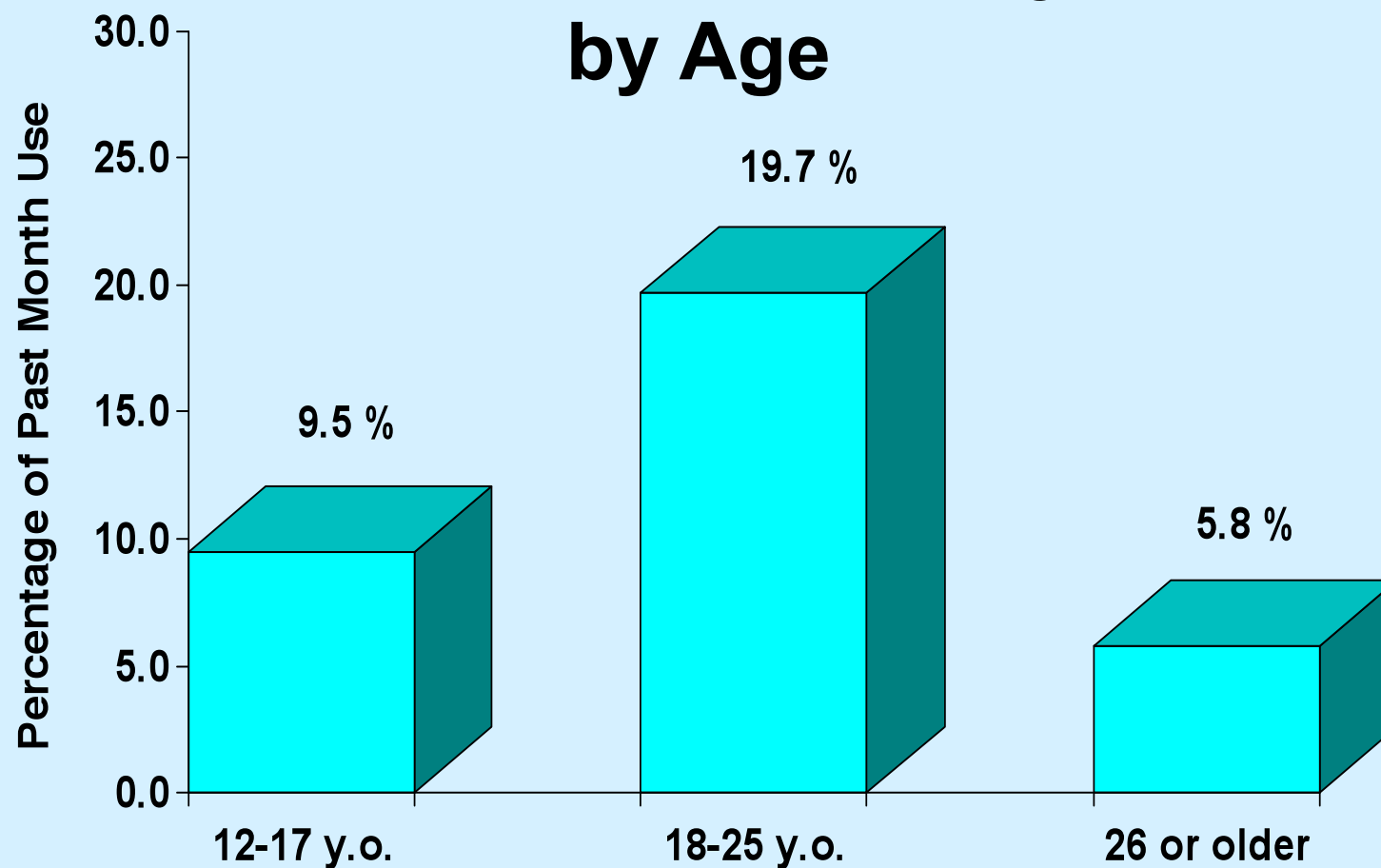
Source: Worker Substance Use and Workplace Policies and Programs, 2007

Heavy Alcohol Use Among Full-Time Workers Trends by Major Occupation/Industry: 2002–2004

<u>Occupation /Industry</u>	<u>% Current Heavy Alcohol Use</u>
Construction	15.9
Arts, Entertainment, and Recreation	13.6
Mining	13.3
Food Services and Preparation	12.0
Management of Companies, Admin, Services	10.4
Utilities	10.1
Manufacturing	9.5
Transportation and Warehousing	8.6
Professional, Scientific, and Technical	7.1
Health Care and Social Assistance	4.3
Educational Services	4.0

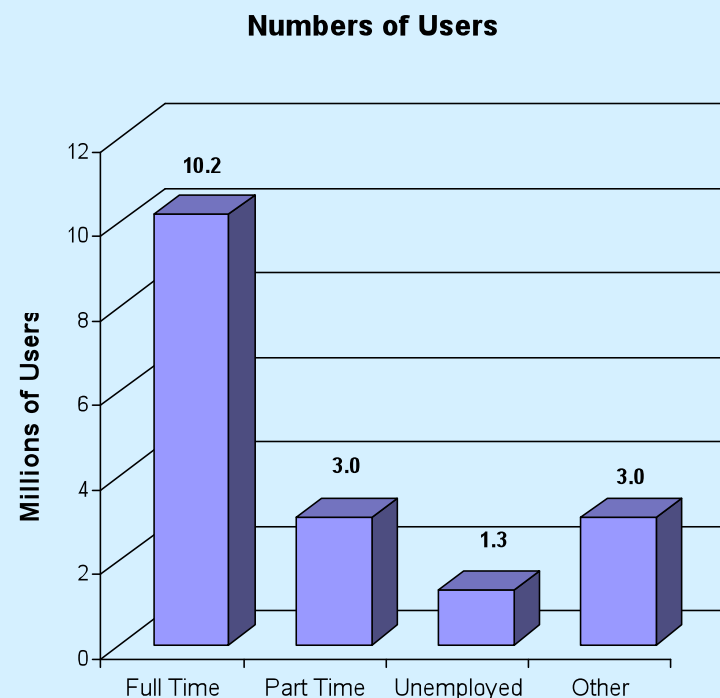
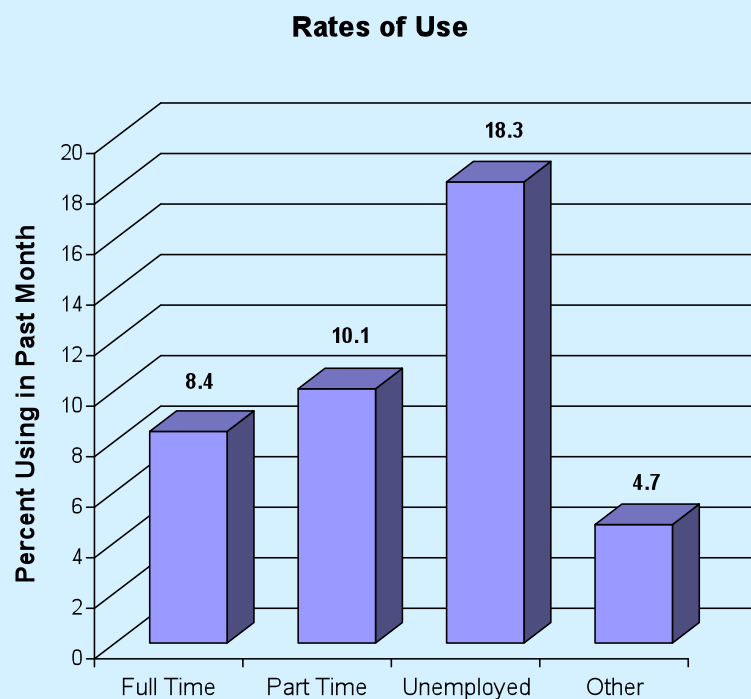
Source: Worker Substance Use and Workplace Policies and Programs, 2007

Percent Past Month Use of Any Illicit Drug by Age



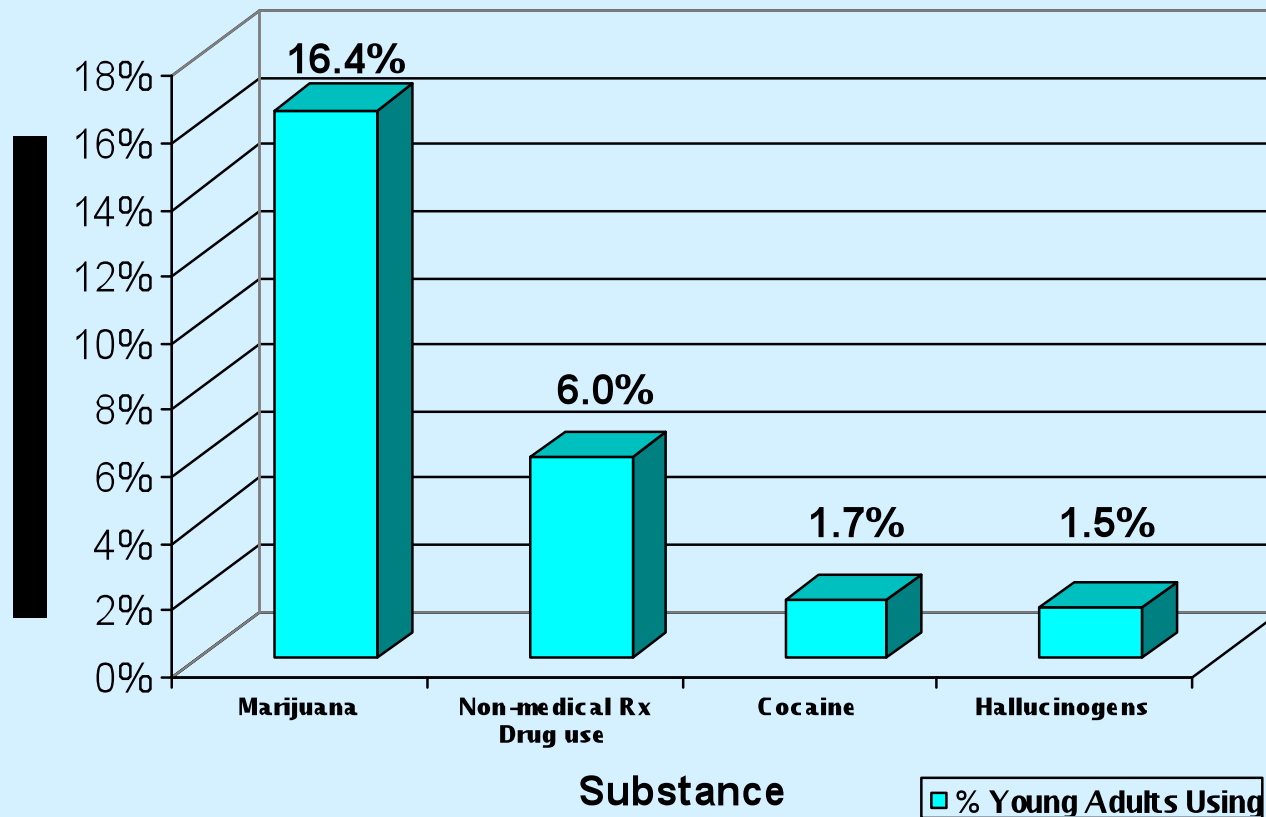
Source: National Survey on Drug Use and Health: 2007

Past Month Illicit Drug Use among Persons Aged 18 or Older, by Employment Status: 2007



“Other” Employment category includes retired persons, disabled persons, homemakers, students, or other persons not in the labor force.

Percent of Young Adults Reporting Current Drug Use, by substance



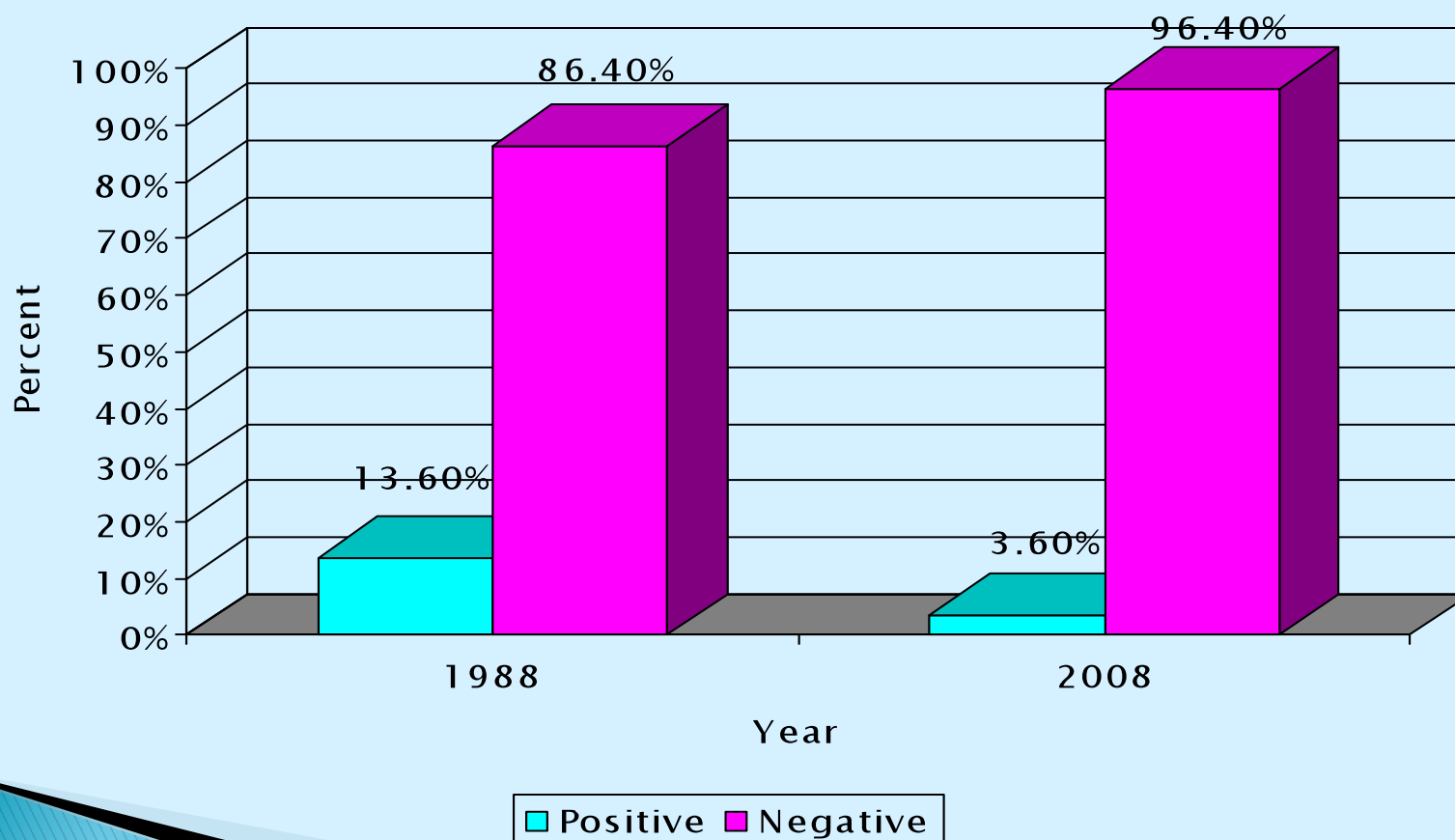
Source: 2008 NSDUH Report



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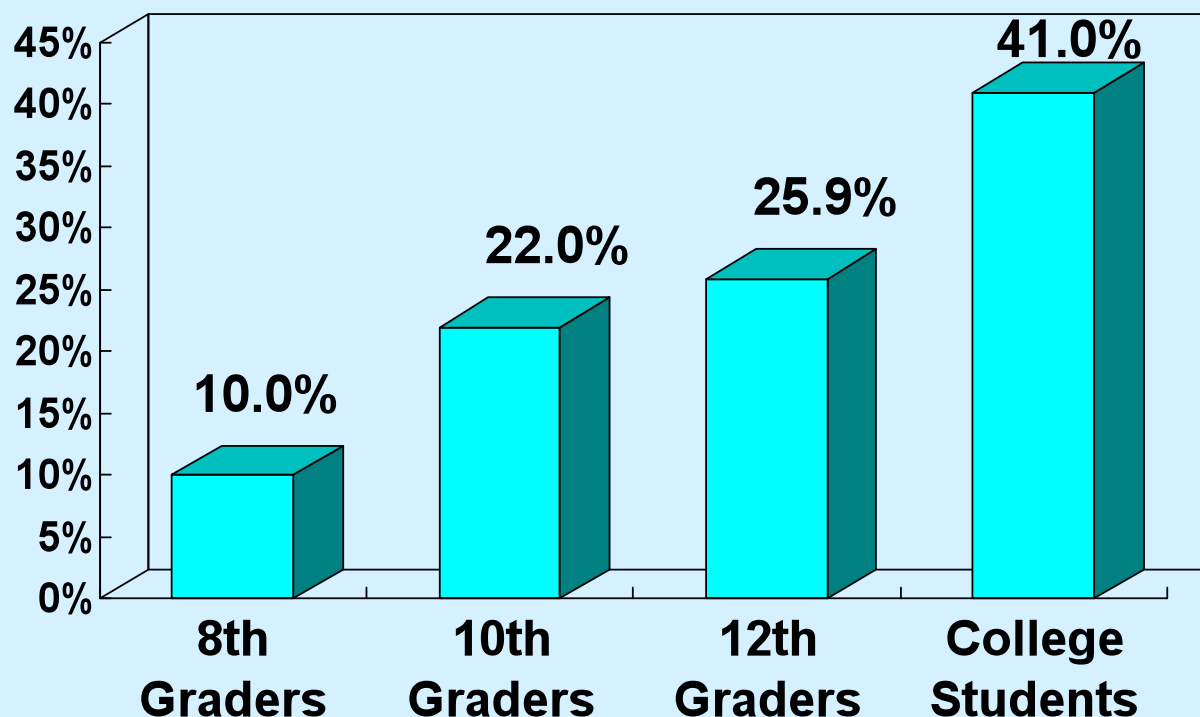
Quest Diagnostics, Drug Testing Index, 2007

US Workforce Urine Tests for Drug Use



Binge Alcohol Use, Class of 2007

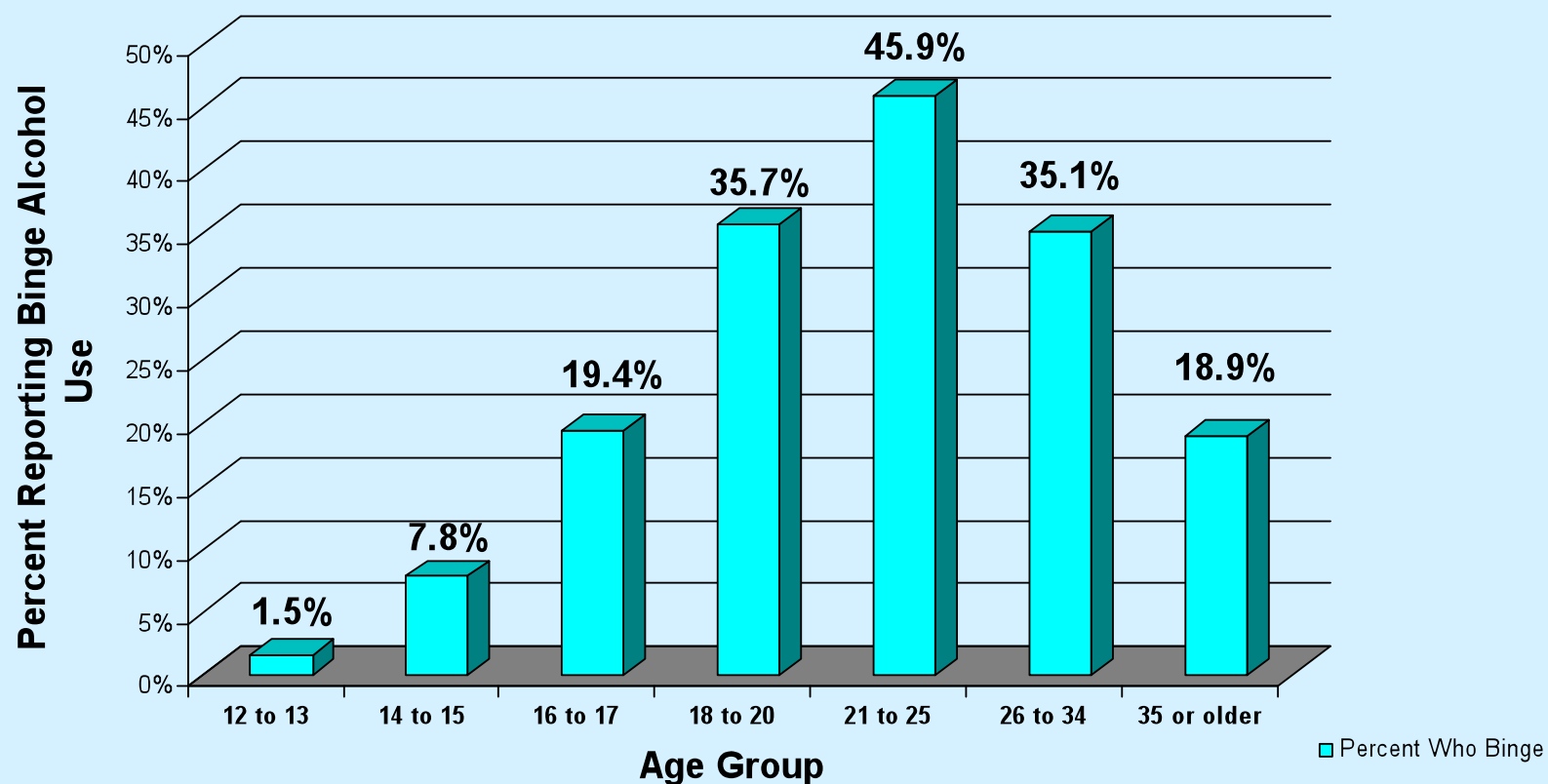
■ % of Students With One or More Episodes in Last 2 Weeks



Source: NIDA 2005 Monitoring the Future Survey, 2007

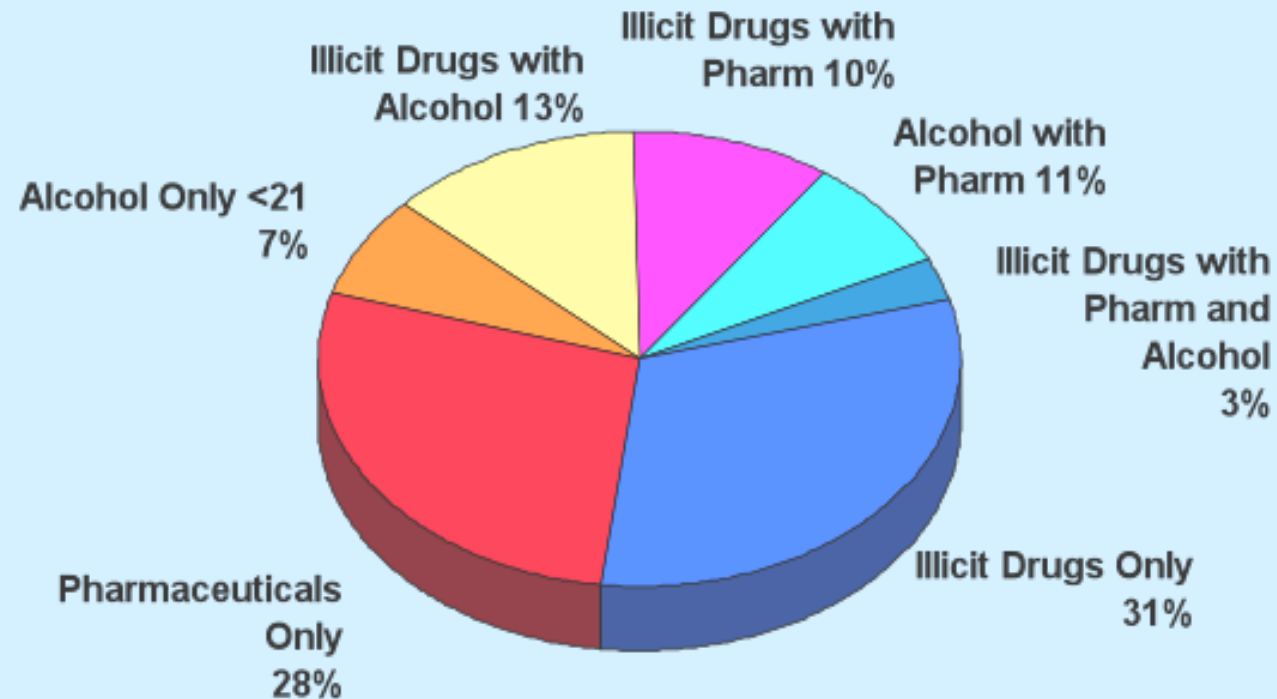
Rates of Binge Alcohol Use by Age Group

(Current Use, Past 30 Days)



NSDUH 2008 Report

Drug-Related Emergency Department Visits, by Type of Case: 2006

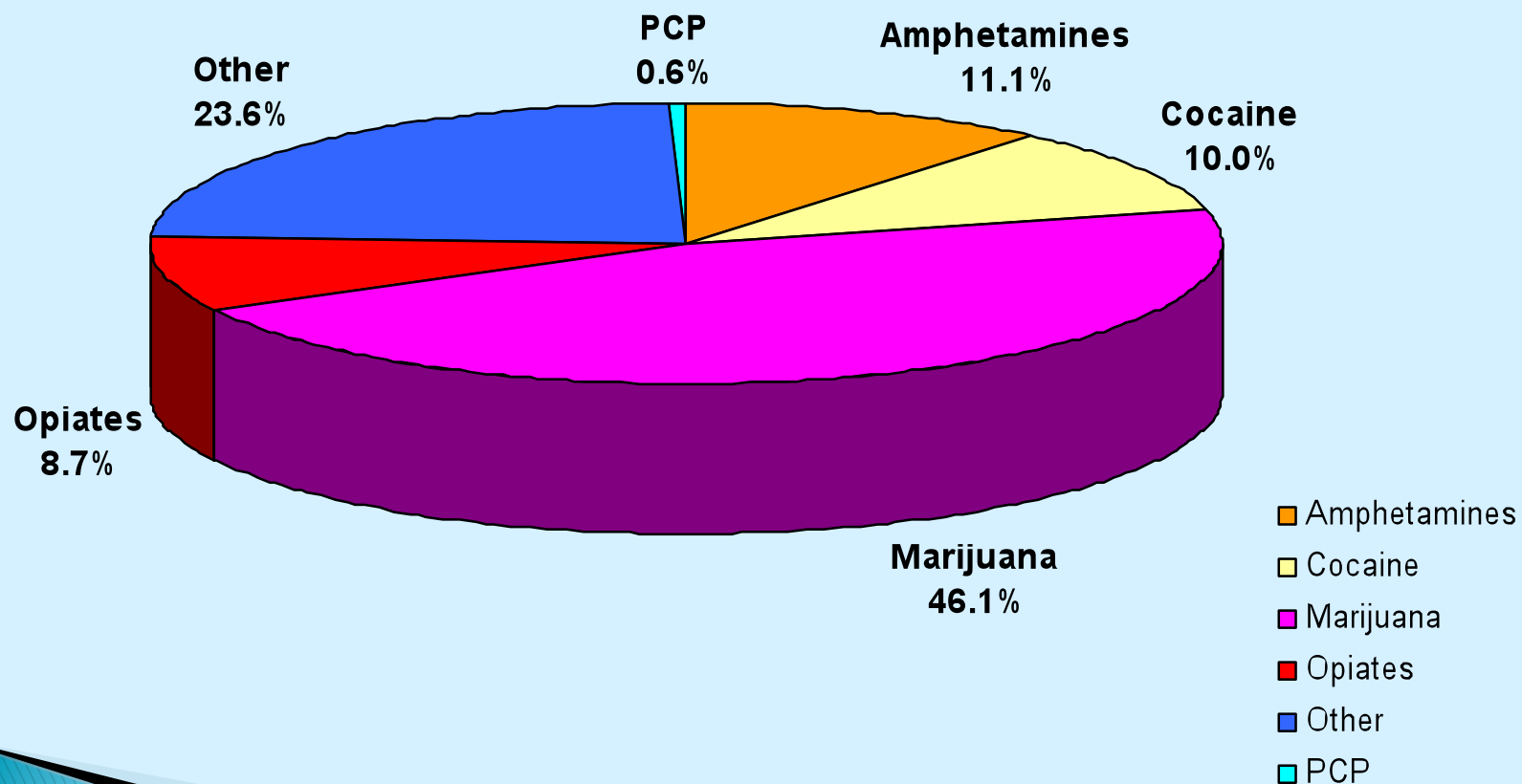


- ✓ Studies indicate about 5 to 28% of all hospital admissions are drug related.
- ✓ About 1.7 million visits to ED associated with substance misuse or abuse.

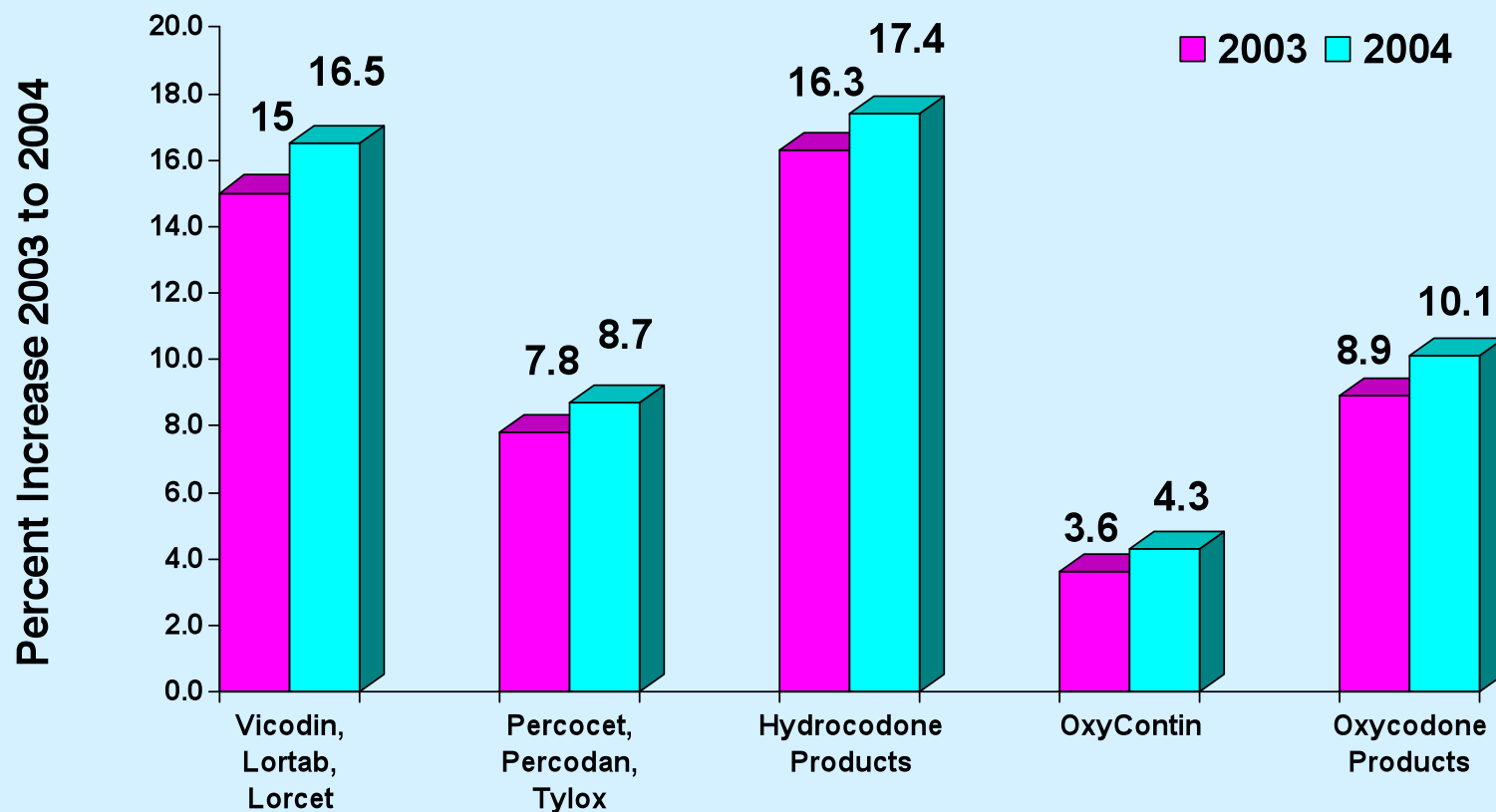
Sources: SAMHSA, *ED Trends - DAWN Final Estimates 2006* & Lit Review



Non-Negative Rates By Drug/SVT Category - Urine Drug Tests



Percent Increases in Lifetime Prevalence for Pain Relievers Age 18 to 25

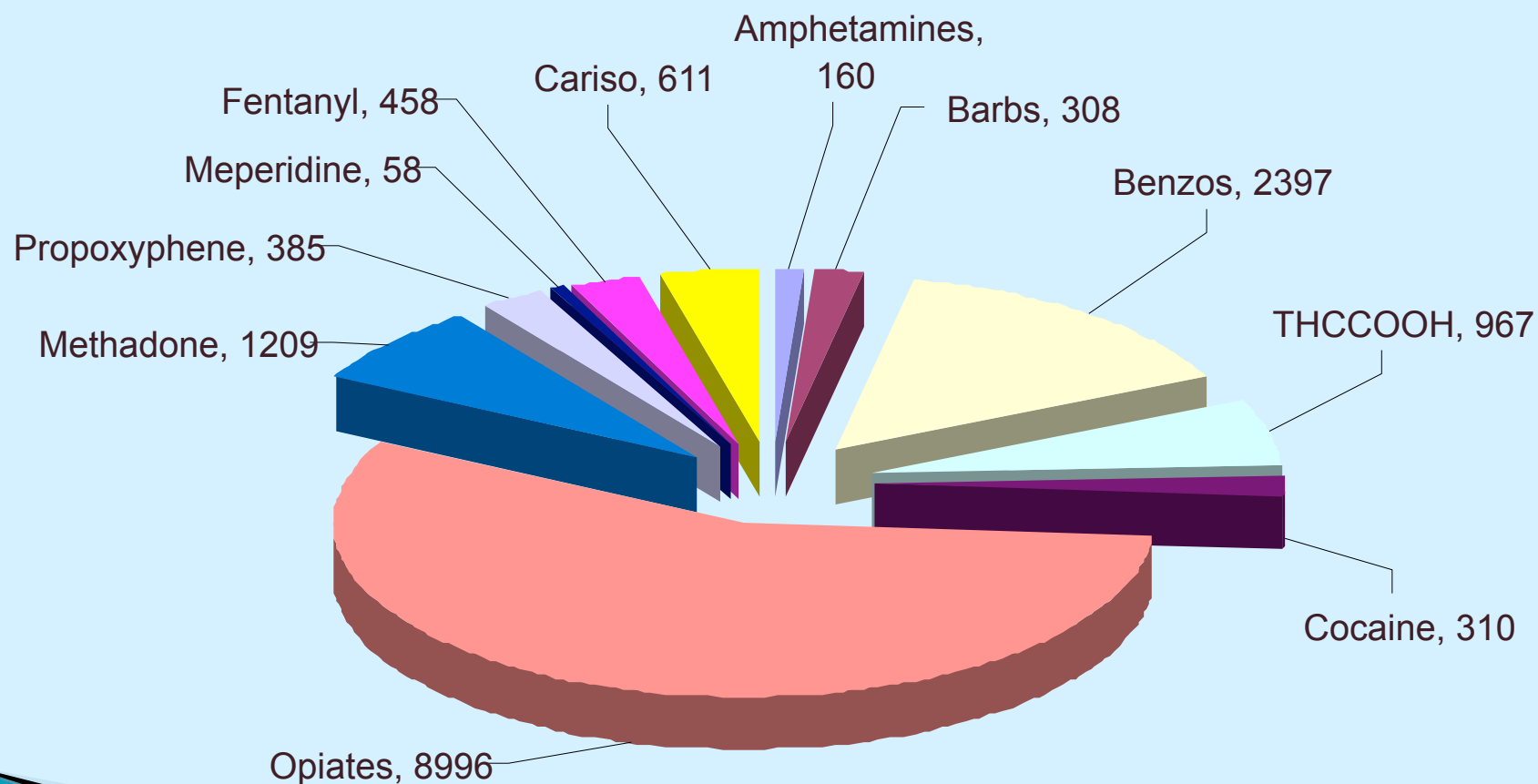


Source: National Survey on Drug Use and Health: National Findings, 2004



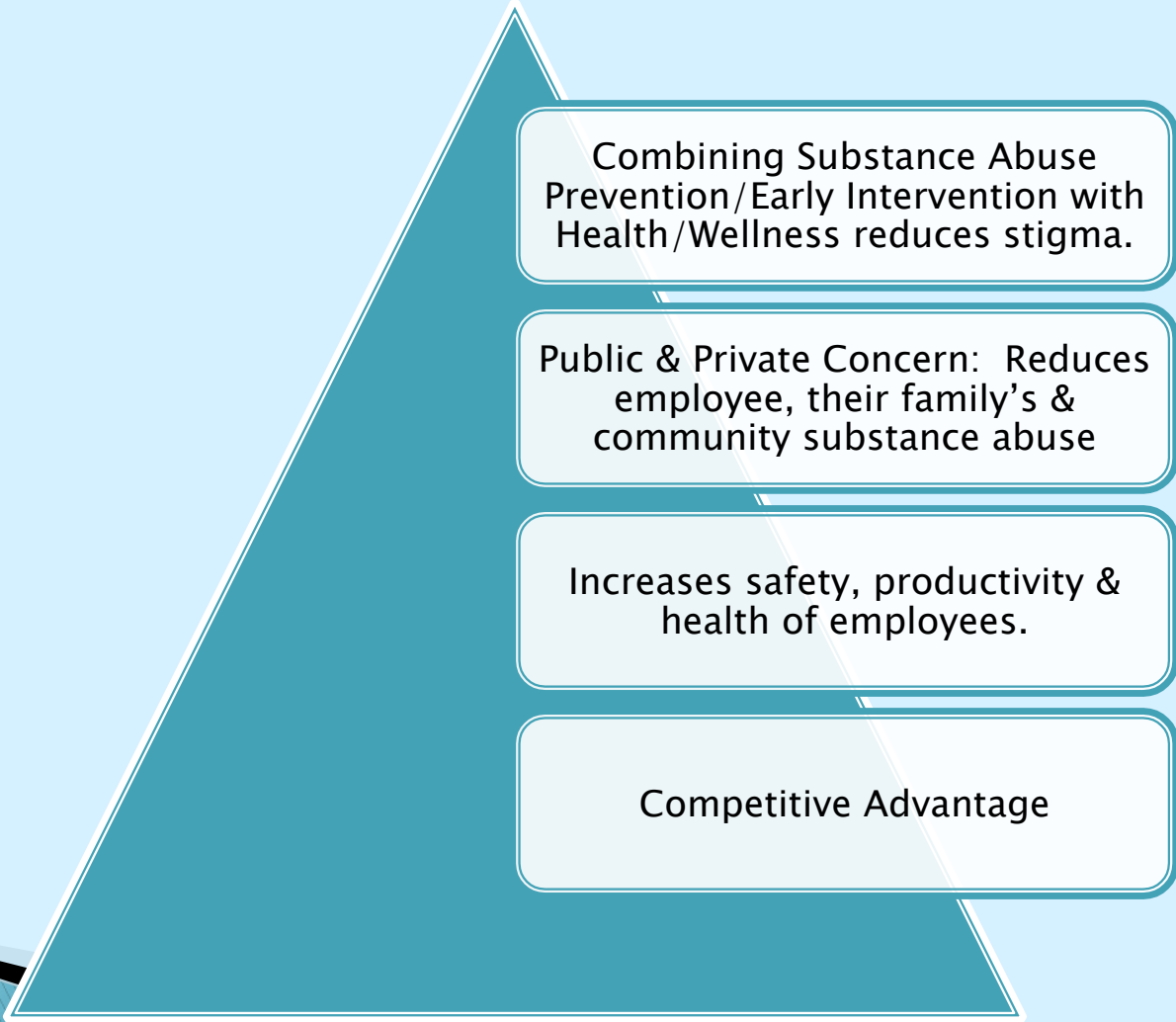
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Results: Overall Drug Prevalence 10,922 Patients, 15,859 Specimens With Drug Group Positives #Positives



(Cone, et al JAT, in press, 2008)

Prevention Works



Combining Substance Abuse Prevention/Early Intervention with Health/Wellness reduces stigma.

Public & Private Concern: Reduces employee, their family's & community substance abuse

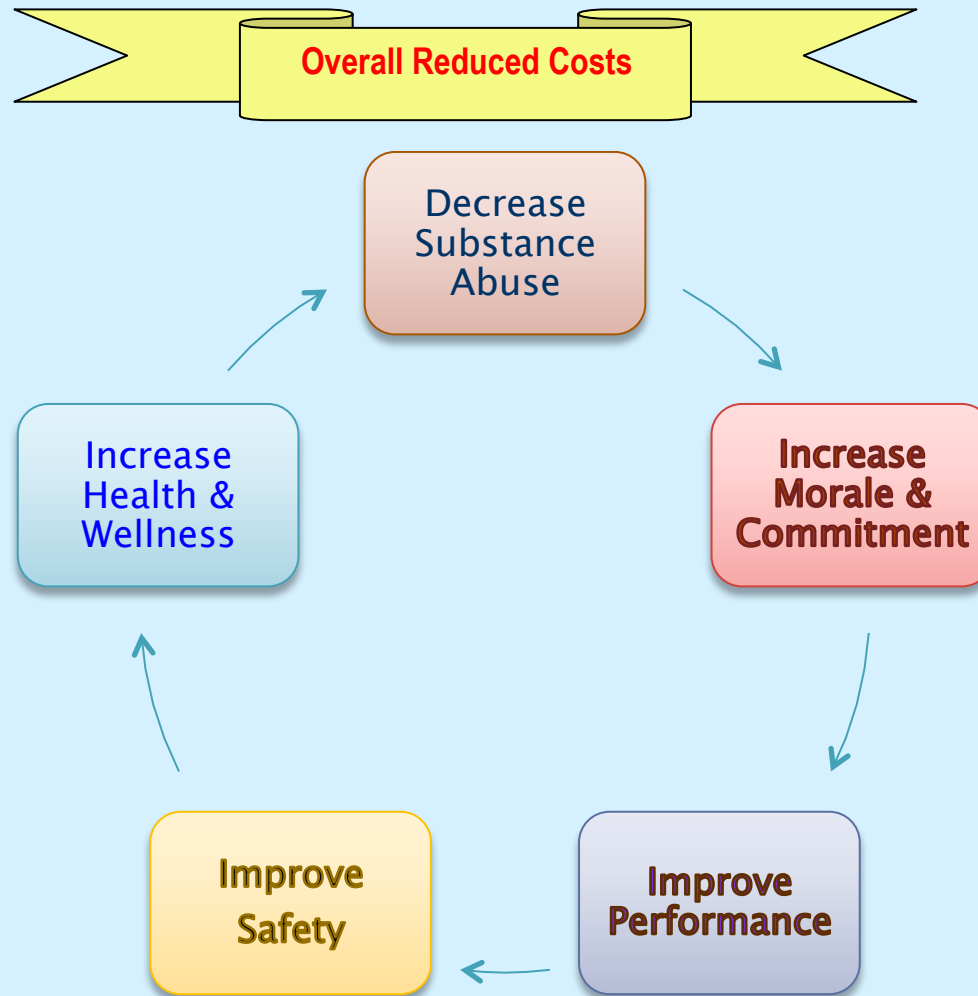
Increases safety, productivity & health of employees.

Competitive Advantage

Why Use an Evidence Based Model?

- ✓ Past – Avoid repeating problems
- ✓ Present – Less error, more effect, known costs
- ✓ Future – Less litigation, long term benefits

Workplace Evidence Based Programs



Collaboration



SAMHSA Workplace Grant Programs

Workplace
Managed
Care Program
2001–2005

SAMHSA's
Young Adults
In the
Workplace
2005–present



Phase I 2005 – 2006: Design
program from evidence based
programs for YIW population

- 13 original grants; 6 Phase II grants

Phase II 2007 – 2009: implement
and study outcomes for programs



Background for YIW: Changing Workforce Demographics

- ▶ More young adults (16–24 years old) in the workforce
 - In absolute terms: Increase of 3.4 million between 2000 and 2010, >10x the 1980–1990 rate (Fullerton and Toossi, 2001)
- ▶ Shift in values toward teamwork and technological savvy among young adult employees (Zemke et al., 1999)
- ▶ Increase in immigration and ethnic diversity of the workforce
 - 1 million legal immigrants in 2001 (DOJ, 2002)
 - Of the employed population, Hispanics outnumber African-Americans: 14% to 11% (U.S. Bureau of Labor Statistics, Current Population Survey 2008).

Substance Use Among Young Adults

- ▶ 16– to 25–Year–Olds
 - Age group most likely to use illicit drugs
 - Highest prevalence of binge and heavy drinking: 41.8% (NSDUH, 2008)
- ▶ Substance use is linked to dropping out of school (Bray et al., 2000) and hastened entry into the workforce
- ▶ Association of substance abuse with negative workplace outcomes
 - Absenteeism and turnover (Cook and Schlenger, 2002)
 - Problems in job performance (Mangione et al., 1999)
 - Higher medical costs (Trudeau et al., 2002)
 - Higher litigation & security costs (Galvin, 2003)

Working Youth and Young Adults at Higher Risk

- ▶ Youth who work more than 20 hours per week have greater likelihood of:
 - Alcohol and drug use
 - School absenteeism
 - Impaired family relationships
 - Other problem behavior and health problems(Wu et al., 2003; Resnick et al., 1997; Bachman and Schulenburg, 1993)
- ▶ Among full-time employed adults, highest rates of past year substance use disorders are for males (13.2%) and those 18–25 years old (22.2%) (The NSDUH Report, Issue 38, 2006)



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The Need

- ▶ Many young employees are not reached through school-based programs;
- ▶ Workplace programs were not developed for young adults;
- ▶ Need for Drug-Free Workplaces to be sensitive to young adults' needs & add more health approaches;
- ▶ Workplaces -- good opportunities to reach young adults & their families, peers, and co-workers;
- ▶ Workplace NREPP programs successful in diverse industries.



Young Adults in the Workplace (YIW)

- ▶ Establish an empirical database documenting employers' experience with interventions aimed at preventing substance abuse among their young adult employees;
- ▶ Examine broadly the workplace response to substance abuse among youthful employees;
- ▶ Study emerging issues and prepare for the future workplace today and in coming years.

YIW Program Aims

- ▶ Document the Process of YIW Service Delivery and Implementation Across Programs;
- ▶ Assess Confounding and Intervening Influences on Effectiveness; and
- ▶ Disseminate Findings and Products that can Inform Workplaces Regarding Effective Programs for Preventing and/or Reducing Substance Abuse for Youthful Employees and Their Families



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DWP Resources

DWP Workplace Resource Center Web Site

- ☐ **Drug Testing Information**
- ☐ **Federal Drug Free Workplace Program**
- ☐ **Drug Free Workplace KIT (print & electronic)**
- ☐ **Workplace NREPP Model Programs**
- ☐ **How-to-Guides**
- ☐ **GetFit.SAMHSA.GOV**

Helpline

Personalized technical assistance on non-federal drug free workplace interventions to a wide range of audiences. 1-800-Workplace